

October 15, 2002

Meeting called to order by chair, Heather Kiedrowski, Governor's Office. Attended by Kelly Da Silva, Administration; Lesa Evers, Agriculture; Ann Pearson, Agriculture; Karyl Tobel, Commerce; Robin Baker Corrections; Heidi Lindgren, DEQ; Sara McLaughlin, FWP; Betty Johnson, FWP; Jean Branscum, Governor's Office; Diane West, Labor & Industry; Trudy Phippen, Labor & Industry; Michelle Peterson, Livestock; Nancy Hughes, DNRC; Christina Hine-Reber, DPHHS; Beth Campbell, Revenue; Pam Spore, Revenue; Yoli Fitzsimmons, Secretary of State; Myrna O'Dell, State Auditor; Jacqui Garcia, State Fund; Lynn Mogstad, State Fund; Prudy Hulman, Transportation; Rebecca Johnson, Transportation.

Minutes for the September 24, 2002 meeting were presented by Heather Kiedrowski and were approved.

The **treasurer's report** was presented by Lesa Evers and was approved. As of 9/30/02, ending draft balance is \$269.17 and ending savings account balance is \$1944.37.

Legislative Subcommittee – No chair of this committee has been determined yet. That will be voted on when the committee can meet as a whole. Items discussed at their meeting include: tracking legislation that deals with goals and getting some criteria from Heather on past issues, etc.; discussed completing a daycare survey; working with training subcommittee on legislative training – Bob Brown would be a possible speaker.

Public Relations Subcommittee – Christina Hine-Reber is the chair of this subcommittee. Items discussed at their meeting include: establishing goals, setting some groundwork; discussed website and the possibility of moving it to a server, establishing links and redesigning; electronically publishing a quarterly newsletter and make it available to all employees; establishing reliable email lists; coordinating with other subcommittees on training, etc.

Training Subcommittee – Yoli Fitzsimmons and Vicki Schiller-Long are co-chairs of this subcommittee. Items discussed at their meeting include: discussion of subcommittee goal and ways to accomplish that; training ideas (brown bag lunches, etc.); gathering feedback from ICCW members and agency staff on training ideas. Meeting minutes and a list of email addresses for the training subcommittee were distributed.

Suggestions received from members today include:

- following up with folks on Succession Planning Survey that was completed by the Education subcommittee last year. What is the status? Work with Professional Development Center (PDC) on items to go forward. Heather and Jean Branscum are still attempting to review and discuss with Barbara Ranf, Chief of Staff.

- Returning to Learn program was mentioned. These are brown bag luncheons/trainings on how to get back into school for increased educational opportunities.

Measures Subcommittee – A power point presentation was given by Beth Campbell. This presentation is the current results of their ongoing project of reviewing employment data on women in the workforce.

Sara McLaughlin is the chair of this subcommittee. Items discussed at their meeting include: considering expanding project to include broadband and IT pay plans; comparing men and women using grade 17 as an example; working with training and public relations subcommittees on getting information out from the Succession Planning Survey; accepting suggestions from ICCW membership; agency reclassification and how it is being applied in each agency; collecting data on types of areas/positions that are being affected by Reduction in Force (RIF).

Jean Branscum reminded the group to 'always keep the mission of ICCW in mind.' In some situations, if it doesn't fit, it might be best to 'not go there.' She would be interested in information that would indicate whether women are seeing barriers, maybe folks are where they want to be, not all women are 'career-minded' and are happy where they are, etc. That information could prove valuable as we analyze results of the employment project the Measure subcommittee is completing.

Miscellaneous - Heather reminded folks not to reinvent the wheel. Pam Spore, our historian, is an excellent resource and discussion at leadership meetings will resolve some of the questions folks have on what has been already done and whether it was successful or unsuccessful. She reiterated the importance of teamwork and working together – this was proven as it seemed to be a common thread throughout the reports that subcommittees would be working together to accomplish their goals.

The **next meeting** will be November 19, 2002.

Meeting **adjourned** at 2:00 pm. Heather requested a short meeting with leadership to include subcommittee chairs upon adjournment.